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| **ROLE PROFILE: Specialist, Country Talent & Learning** | |  |
| Position Title: | Specialist, Country Talent & Learning (Asia, MENAEE) |
| Position ID: | 323528265; NEW0000581-copy |

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| **Team** | Talent & Learning | **Grade** | P3 |
| **Reports To (Title)** | Director of Talent & Learning | **Contract Length** | Permanent |
| **Location** | Asia/MENAEE/Any; Any existing SCI office location | **Time-zone** | Asia Region Time Zones (UTC/GMT +3.5 hours or more) OR Europe, WCA, ESA, MENAEE Time Zones (UTC/GMT + / - 3 hours) |
| **Languages** | Any | **Headcount** | 2 total with various Location and Language requirements |

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| **Team and Job Purpose** |
| **Team purpose**  To develop and implement innovative talent and learning strategies that attract, select, and nurture diverse talent in alignment with the organisation’s strategic objectives, fostering a culture of continuous improvement and inclusivity while ensuring compliance with organisational policies and principles of equity. By overseeing global talent management, succession planning, performance management, and leadership development, the team ensures leadership continuity and organisational growth. Through evaluating the effectiveness of these programmes, the team drives continuous improvement, equipping all employees with the skills and knowledge necessary to contribute to an inclusive and supportive workplace.  **Role purpose**  To partner with country HR teams to identify and prioritise talent and learning needs, implement effective solutions, and develop local HR capacity, ensuring an inclusive and supportive environment. This role supports the acceleration of diverse talent groups and works collaboratively with other teams to meet country-specific goals. It continuously monitors and evaluates programme effectiveness to drive improvements and champion diversity, equity, and inclusion principles in all talent development initiatives . |

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| **Principal Accountabilities** |
| * Partner with country HR teams to identify country talent and learning needs, partner with relevant teams and implement T&L solutions, based on prioritisation. * Work with country HR teams to develop their capability on the full talent and learning lifecycle. * Work in partnership with other talent and learning specialists to ensure country talent and learning needs are being met. * Develop and implement talent development initiatives that accelerate our diverse country talent groups * Monitor and evaluate the effectiveness of talent and learning programmes, making data-driven improvements to enhance their impact. * Champion diversity, equity, and inclusion in all talent development activities, ensuring equal access and opportunities for all staff . |

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| **Budget** |
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| **People Management Responsibility** (direct/indirect reports) |
| Number of people managed in total:  Manager of a team: No  Team Manager (manager of multiple teams): |

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| **Size of Remit** |
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| **Travel Requirements** |
| International travel required: Yes  Percentage of required for travel: Less than 5% |

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| **Key Relationships** |
| **Internal** (excluding direct team and manager)   * Regional Director, Country Directors, People Partners, Country HR teams   **External** |

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| **Competencies** |
| Cluster: Leading  Competency: Leading and Inspiring Others  Level: Accomplished  Behavioural Indicator: Takes a flexible and positive leadership style adapting to a given situation or to the needs of the team .  Cluster: Leading  Competency: Delivering Results  Level: Accomplished  Behavioural Indicator: Establishes clear and compelling objectives with teams and individuals and monitors progress and performance .  Cluster: Thinking  Competency: Problem Solving and Decision Making  Level: Accomplished  Behavioural Indicator: Uses data and evidence to drive decision making for quality improvement .  Cluster: Thinking  Competency: Innovating and Adapting  Level: Accomplished  Behavioural Indicator: Openly talks about doing things differently pushing boundaries and ways of working to drive improvements .  Cluster: Engaging  Competency: Communicating with Impact  Level: Accomplished  Behavioural Indicator: Adapts communication style to maximise support and engagement .  Cluster: Engaging  Competency: Networking  Level: Accomplished  Behavioural Indicator: Builds strong relationships with a broad range of stakeholders . |

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| **Experience and Skills** |
| **Essential**   1. Communication : Exceptional verbal and written communication abilities, capable of effectively conveying information and ideas to diverse audiences. 2. Interpersonal Skills: Builds and maintains effective relationships with key stakeholders, demonstrating cultural competence and valuing diversity as a source of strength. 3. Analytical Skills: Ability to interpret and utilise data to inform decisions and improve talent and learning programmes. 4. Collaboration Skills - Proven ability to build and maintain effective relationships with team members, colleagues, and external partners, valuing diversity as a source of strength. 5. Cultural Competence: Expertise in integrating diversity, equity, and inclusions, ensuring an inclusive learning environment. 6. Creativity and Innovation: Capacity to develop and encourage new and innovative solutions, while willing to take disciplined risks. 7. Technical Proficiency : Skills across the full blended learning lifecycle including needs analysis, implementation and assessing the impact of blended learning interventions 8. Proficient Experience: Demonstrated success in partnering with country HR teams to identify and address talent and learning needs. 9. Significant Experience: Considerable experience in developing and implementing talent development initiatives that support diverse talent groups and in monitoring, evaluating, and enhancing the effectiveness of learning and talent development programmes .   **Desirable**   * Training & Facilitation Skills: Proficient in designing and facilitating training sessions that cater to different learning styles and needs. |

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| **Education and Qualifications** |
| **Essential**  N/A  **Desirable**  N/A |

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| **Safeguarding** |
| We need to keep children and adults safe so our selection process includes rigorous background checks and reflects our commitment to the protection of children and adults from abuse.  Level 1: A basic criminal record background (DBS) check is required/equivalent police record check. |

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| **Diversity, Equity and Inclusion and Equal Opportunities** |
| Diversity, Equity and Inclusion is core to our vision, values and global strategy. Save the Children is committed to creating a truly diverse, equitable and inclusive organisation, and one which will support us in our vision to ensure every child attains the right to survival, protection, development, and participation.    We are committed to equal employment opportunities, regardless of gender, sexual orientation, race, colour, ethnic origin, nationality, disability, marital or civil partnership status, gender reassignment, pregnancy and maternity, caring or parental responsibilities, age, or beliefs and religion. We are committed to diversifying our staff to better represent the communities we serve and actively welcome underrepresented groups to apply.    Reasonable adjustments will be made should any candidate invited to interview require this. |

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| **Version Control and Approval** | | | | |
| Version | Date | Author | Reviewer | Approver |
| 2 | 17/9/24 |  | Ishbel |  |